



Recruiting Our Future Leaders

***CAPT Dave Dwyer– LDO/CWO Community Manager
LT Bryan Gill– Assistant LDO/CWO Community Manager
CWO5 Hector Sandoval – CWO Community Manager
Mr. Parker Dinwiddie – Civilian Assistant LDO/CWO Community Manager***

- **LDO and CWO Mission**
- **LDO and CWO Definition & Designators**
- **Discrete Requirements**
- **FY 23 ISPB Board Statistics**
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- **Eligibility Checklist**
- **Promotion Opportunity**
- **Return on Investment (ROI)**



LDO and CWO Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.

We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.



Limited Duty Officer (LDO)

- **Technical Managers** – LDOs are Naval Line or Staff Corps Officers that progressively advance within broad technical fields related to their former enlisted ratings
- LDOs **fill leadership and management positions** at the ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators
- LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs
- **Major Command** (CAPT level) is the pinnacle goal – only achieved by a few!



LDO Designators

Line (SURFACE)

611X DECK
612X OPERATIONS
613X ENGINEERING/REPAIR
618X ELECTRONICS

Line (SUB / NUCLEAR)

6200 NUCLEAR POWER (NAVADMIN 006/16)
623X ENGINEERING/REPAIR
626X ORDNANCE
628X ELECTRONICS
**629X COMMUNICATIONS*

Line (AVIATION)

631X DECK
633X MAINTENANCE
636X ORDNANCE
639X AIR TRAFFIC CONTROL

General Line

641X ADMINISTRATION
643X BANDMASTER
648X EXPLOSIVE ORDNANCE DISPOSAL
649X SECURITY

Staff

**651X SUPPLY CORPS*
653X CIVIL ENGINEER CORPS

Information Warfare

**681X CRYPTOLOGIC WARFARE
(Sundowning) – no more applicants*
**682X INFORMATION PROFESSIONAL
(Sundowning) – no more applicants*

** Applicants for LDO off-ramp designators must comprehend designator specific off-ramp requirements and procedures as defined in NAVADMIN 128/19 (629X) or NAVADMIN 014/18 (651X)*

1. LT at 5 years for Supply to core Staff designator
2. LT at 6 years for Sub Communications to core Restricted Line
3. Must have completed a baccalaureate degree
4. Must have appropriate Warfare device (Supply)



Chief Warrant Officer (CWO)

- **Technical Specialist** - CWOs are Naval Officers that possess **extensive experience and knowledge** to direct the most difficult and exacting operations within a given occupational specialty
- Although intended primarily as **technical specialists**, CWOs can also serve as DIVOs, DEPT Heads or OICs
- CWO assignments are **“REPETITIVE”** in nature
- Chiefs / Senior Chiefs / “Frocked” Master Chiefs commission to CWO2
- Master Chiefs, commission to CWO3 (regardless of time-in-grade)
- WO1s are appointed



CWO Designators

Line (SURFACE)

711X BOATSWAIN
712X OPERATIONS TECHNICIAN
713X ENGINEERING/REPAIR TECHNICIAN
715X SPECIAL WARFARE TECHNICIAN
717X SPECIAL WARFARE COMBATANT-CRAFT
718X ELECTRONICS TECHNICIAN

Line (SUB / NUCLEAR)

720X DIVING OFFICER
726X ORDNANCE TECHNICIAN
728X ACOUSTIC TECHNICIAN

Line (AVIATION)

731X BOATSWAIN
732X OPERATIONS TECHNICIAN
733X MAINTENANCE TECHNICIAN
736X ORDNANCE TECHNICIAN

Line (AVIATION UNMANNED AIRCRAFT)

737X AERIAL VEHICLE OPERATOR (OCS WO1)

Line (GENERAL / STAFF)

741X SHIP'S CLERK
752X FOOD SERVICE WARRANT
749X SECURITY TECHNICIAN

Line (INFO Warfare Community)

780X OCEANOGRAPHY WARRANT
781X CRYPTOLOGIC WARFARE TECHNICIAN
782X INFORMATION SYSTEMS TECHNICIAN
*783X INTELLIGENCE TECHNICIAN

- CI/HUMINT
- GEOINT/Targeting
- OPINTEL

784X CYBER WARRANT (WO1 Only)

* Intelligence (783X) CWO applicants will be considered for selection into one of three Core Competency Areas (CCA)

LDO and CWO Discrete Requirements



Discrete Requirements

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Applicant-Information/>



MyNavy HR

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Career Management

Support & Services

References

Media Center

Contact Us

Career Management ▶ Community Management ▶ Officer ▶ Active OCM ▶ LDO CWO ▶ Applicant Information

Applicant Information

LDO / CWO OCM

APPLICANT INFORMATION **

CAREER PATTERN SHEETS

MUSTANG LARIAT

PROMOTION

QUICK LINKS

REFERENCES

RETIREMENT

SELECTION BOARDS

RESTRICTED LINE OCM

STAFF CORPS OCM

UNRESTRICTED LINE OCM

Select for ---> [CURRENT LDO/CWO RECRUITING BRIEF](#)

Select for ---> [CURRENT LDO AND CWO DESIGNATORS](#)

Select for ---> [LDO AND CWO IN-SERVICE PROCUREMENT BOARD](#)

Select for ---> [CHANGE TO CYBER WARRANT \(784X\) REQUIREMENTS](#)

Select for ---> [FY-23 DISCRETE REQUIREMENTS](#)

Select for ---> [CPO EXAM FOR LDO PURPOSES ELIGIBILITY](#)

Select for ---> [SECURITY CWO \(749x\) APPLICANT INFORMATION](#) and [SECURITY CWO NAVADMIN 132/21](#)

Info for -----> [AERIAL VEHICLE OPERATOR \(AVO\) \(737X\)](#)

This is not the Navy's traditional CWO program. This program will target civilians and enlisted sailors who meet program authorization 106A requirements. Commander Navy Recruiting Command (CNRC) is in charge of taking applications. Selection will be via OCS application criteria as outlined in OPNAVINST 1420.1B CH. 4 and will utilize OPNAV 1420/1.

[AVO Program Authorization \(PA-106A\)](#)

[737X FACT SHEET](#)

[AVO Physical Standards Class IV \(Pages 15-18\)](#)

[AVO NAVADMIN 141/21](#)

[OCS Waiver Memo Template](#)

NOTE: The next AVO Board is set for 25 JULY 2022. Application Deadline is 24 JUNE 2022.

PA 106A is currently being revised to further clarify requirements prior to the next selection cycle.

Anticipate a modified UAV ATSB, which is still under development.



LDO and CWO Discrete Requirements

What are discrete requirements?

Outline of valued specific leadership, qualifications and technical ability written by senior in designator/community leaders which board members use as a standard for selection

<u>Designator</u>	<u>Discrete Requirements</u>
Surface Engineer 613X/713X	- EOOW/RCO letter - Superior technical knowledge/ Leadership in plant
Aviation Maint 633X/733X	- Safe for Flight - Flight Line/Deck Supervisor

What are board members looking for?

- **Best and Fully Qualified Applicant**
- **Sustained Superior Performance**
- **Discrete Requirements are valued**

FY-23 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

Note

All designators

SELECTION GUIDANCE

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

If the applicants' quality supports the total number of quotas, select to the requested numbers. However, if the quality level does not support the total number, it is important that only those who are **"Best and Fully Qualified"** are selected.

Surface Deck (611X)
Boatswain (711X)

Applicants must have demonstrated strong leadership traits, adaptability, produced a body of work that equates to potential success as a Naval Officer and possess significant in-rate experience.

The following watch station qualifications and technical abilities are highly desirable, to include but not limited to:

1. Well Deck Control Officer
2. Officer equivalent qualifications/and or billets: CONN/OOD UW, CICWO, TOPWO.
3. Craftmaster, Small Craft Officer-in-Charge (OIC)
4. Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment and cranes
5. In depth administrative working knowledge of the Technical Data Management Information System (TDMIS), Combined Regional Technical Libraries (CORETL), Advanced Technical Information Support (ATIS), and the Class Advisories (CLADS) information systems.

FY 23 ISPB Stats



FY 23 Active Duty Selections

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>	<u>Announced</u>
Enlisted to ENS (LDO) (Includes 46 NUC Quotas/Selections)	264	264	264
Enlisted to CWO	242	*241	**240
CWO to LTJG	0	0	0

- *** Quota returned**
- **** On hold awaiting adjudication of an issue**

Selection Opportunity: 20%

Selection Opportunity: 30%

Total applications for LDO and CWO: 2,109

Eligible applications: 2,051 (LDO Apps – 1252 (173 NUC) / CWO Apps - 799)



FY 23 Stats (LDO)

Designator/Community					FY23		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
611X DECK	21.0%	20.0%	7	8	33	7	21%
612X OPERATIONS	20.9%	19.9%	11	12	51	10	20%
613X ENGINEERING	23.2%	20.0%	25	26	109	22	20%
618X ELECTRONICS	30.4%	22.8%	26	22	101	32	32%
620X NUCLEAR POWER	23.8%	25.7%	44	41	173	46	27%
623X SUB-ENGINEER	20.3%	20.3%	4	4	24	4	17%
626X SUB-ORDNANCE	26.3%	23.4%	8	7	30	9	30%
628X SUB-ELECTRONICS	20.5%	16.2%	5	6	24	5	21%
629X SUB-COMMS	26.9%	21.7%	4	4	19	5	26%
631X AVIATION-DECK	23.8%	16.1%	5	6	20	6	30%
633X AVIATION-MAINT	16.1%	14.3%	25	27	134	23	17%
636X AVIATION-ORD	20.1%	16.7%	12	12	63	13	21%
639X AIR TRAFFIC CONT	21.9%	19.6%	5	5	28	5	18%
641X ADMINISTRATION	12.8%	11.7%	19	20	149	18	12%
643X BANDMASTER	58.1%	38.1%	1	2	3	2	67%
648X EOD	62.1%	44.7%	4	5	5	5	100%
649X SECURITY	20.2%	18.8%	24	22	98	22	22%
651X SUPPLY	5.6%	6.1%	7	8	115	9	8%
653X CIVIL ENGINEER	28.8%	24.3%	5	5	13	5	38%
682X INFO SYSTEMS	13.5%	11.7%	11	12	60	16	27%
LDO Total	18.1%	16.2%	272	275	1252	264	21%



FY 23 Stats (CWO)

Designator/Community					FY23		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
711X DECK	30.6%	32.3%	11	11	26	13	50%
712X OPERATIONS	29.8%	31.8%	12	14	30	13	43%
713X ENGINEERING	23.2%	23.2%	24	24	75	25	33%
715X SPECIAL WARFARE	62.3%	63.6%	11	11	25	13	52%
717X SWCC	52.3%	55.0%	5	5	10	5	50%
718X ELECTRONICS	18.1%	17.9%	11	9	62	19	31%
720X DIVER	60.5%	59.2%	4	4	9	5	56%
726X SUB-ORDNANCE	12.5%	13.1%	2	2	11	2	18%
728X SUB-ACOUSTIC	25.5%	34.0%	4	4	7	4	57%
731X AVIATION-DECK	13.1%	12.1%	5	6	46	6	13%
732X AVIATION-OPS	52.6%	55.2%	10	8	13	12	92%
733X AVIATION-MAINT	14.8%	14.2%	25	26	127	25	20%
736X AVIATION-ORD	23.9%	21.7%	14	14	62	14	23%
741X ADMINISTRATION	16.3%	16.1%	20	17	95	24	25%
749X SECURITY	7.4%	7.7%	6	5	66	6	9%
752X FOOD SERVICES	21.5%	21.8%	7	7	28	6	21%
780X OCEANOGRAPHY	38.6%	46.6%	2	3	6	3	50%
781X INFO WARFARE	28.0%	27.7%	15	14	36	15	42%
782X INFO SYSTEMS	19.3%	19.8%	15	15	41	15	37%
783X INTELLIGENCE	32.0%	34.3%	10	8	21	14	67%
784X CYBER	45.7%	46.8%	2	2	3	2	67%
CWO Total	26.4%	21.7%	225	212	799	241	30%



FY 23 Selectee Profile (LDO/CWO)

“YOUR COMPETITION”

- **Average Age: 31 / 35**
- **Total Years of Active Service: 12 / 17 Years**
- **Average Years of Total Education Completed: 15 Years**
- **Warfare Qualified: 99% / 100%**
- **Average Number of Duty Stations: 3 / 5**
- **Average Number of Sea/Overseas Tours: 2 / 3**
- **IA/GSA Tours: 5% / 5%**



FY 23 ISPB Overall Diversity Statistics

	<u>Eligible</u>	<u>Selected</u>	<u>Percent</u>
<u>Total Applicants</u>	1878*	459	24.4
Female	304	68	22.4
Male	1574	391	24.8
Minority	1136	243	21.4
Minority Female	239	51	21.3
Minority Male	897	192	21.4

****Note: Non-NUC applicant data***



FY 23 ISPB Diversity Breakdown Statistics

<u>Male</u>	<u>Eligible</u>	<u>Selected</u>	<u>Percent</u>
American Indian/Alaska Native	37	5	13.5
Asian	82	8	9.8
Black/African American	344	76	22.1
Hawaiian/Pacific American	20	4	20.0
White	654	192	29.4
Declined to Respond	23	7	30.4
Multiple Race	114	36	31.6
Hispanic Race	300	63	21.0
 Total:	 1574	 391	 24.8

<u>Female</u>	<u>Eligible</u>	<u>Selected</u>	<u>Percent</u>
American Indian/Alaska Native	9	1	11.1
Asian	24	4	16.7
Black/African American	107	26	24.3
Hawaiian/Pacific American	5	1	20.0
White	62	16	25.8
Declined to Respond	3	1	33.3
Multiple Race	31	7	22.6
Hispanic Race	63	12	19.0
 Total:	 304	 68	 22.4

Note: Non-NUC applicant data

FY 22 AVO Warrant Officer Stats



- **Total Selected: 10 (22%)**

Street: 1

Fleet : 9

- **Total Apps Submitted: 110**

Street: 8

Fleet: 102

- **Eligible at Board: 45**

Street: 5

Fleet : 40

- **Total Waivers Submitted: 68**

Approved: 26

Disapproved: 42

- **Years of Service: Avg 7yrs**

High: 13

Low : < 1

****FY 23 OCS AVO Board set for 25Jul22 –
packages due NLT 24Jun22***

FY 24 ISPB Application Guidance, Preparation and Eligibility Checklist

Back-2-Basics(B2B)

- **We will continue to streamline the application process**
 - No more 250 word statement – “story time” – was not being used at the board
 - No Commanding Officer ranking required or desired
 - Added additional blocks documenting approved board members (NAVCRUIT 1131/5 – Rev 02-2022)
- **How does your record compare to the designator(s) Discrete Requirements?**
 - ESR
 - PSR
 - Evals
 - (3) appraisals from community leaders
 - Discrete Requirements (have been met = yes or no) – if not, missed opportunity or not afforded the opportunity?
 - Properly documented Sustained Superior performance, leadership, and technical expertise – weed out the Paper Ninjas!
 - Lifelong learning when afforded the opportunity – off-ramp designators will require it
 - Can you do the work we are hiring you to do - NOW?



FY 24 Accession Windows

- **Time in Service (TIS) windows (Computed to **01OCT23**)**
 - **8 to 14 years for LDO (non-nuclear) [OCT 15 – OCT 09]**
 - **8 to 16 years for LDO (nuclear) [OCT 15 – OCT 07]**
 - **14 to 20 years for CWO (E7 and E8) [OCT 09 – OCT 03]**
 - **14 to 22 years for CWO (E9) [OCT 09 – OCT 01]**
- **Importance of our TIS windows:**
 - **In order to support career progression/promotion models and maximize Navy's return on investment.**
 - **LDO TIS waiver: 14 yrs plus 180 days**
 - **CWO TIS waiver: 20 yrs plus 180 days**
 - **E9 TIS waiver for CWO3: 22 yrs plus 180 days**
 - *** No further exceptions will be entertained**



FY 24 Guidance

- **Review Enlisted to Officer Commissioning Programs Application Administrative Manual OPNAVINST 1420.1B, Ch 2, and 7**
- **Applicable NAVADMINs supersede conflicts with OPNAVINST 1420.1B**
- **Use FY 24 Active LDO and CWO ISP Board NAVADMIN (upon release) for application guidance and deadlines**
 - **First Class Petty Officers awaiting CPO results, who meet all other requirements, in order to apply for CWO are encouraged to apply and submit their application by the 1 OCT 2022 deadline**
- **Applying for additional designators**
 - **Must have documented technical and leadership experience**
 - **A degree is not a substitute for technical experience - highly recommended for Off-Ramp designators**
 - **OPNAVINST 1420.1B (Ch 7, para 18) outlines normal path**



Applicant Preparation

- Never too early to start preparing – even as an E4
- Make your chain of command aware of your goals
- Develop a strong resume with diversity of jobs (Discrete Requirements)
- Excel in your Rating Specialty **(Master your craft)**
 - Evaluations – Breakouts / Superior performance aligned with discrete requirements
- Sea duty, Shore duty, Overseas, Special Programs, Warfare Qual(s), Watch Station Qual(s)/Certifications
- Successful LPO or LCPO tours
- Work with an LDO/CWO Mentor to help you through the process
- **Maximize your opportunities!**

DOES YOUR RECORD STACK UP?



Application Key Elements

- **CO's Endorsement**

- Acknowledges your leadership potential and technical performance
- Can highlight qualifications (utilizing the discrete requirements)
- Can address past negatives (if needed) and waivers if applicable
- Ranking no longer required or desired

- **Additional Comments**

- Your opportunity to speak directly to the board about your record
 - Address absent discrete requirements, qualifications, broken service, etc.
 - Address waivers (required waivers must be approved prior to submission)
- Limit to 100 words – simply stating “None” works – do not feel compelled to fill the white space
- **NOTE:** This is NOT a personal statement, as required in past years

Interview Appraisal Boards

- **Interview Appraisal Boards**

- Board make-up = LDO and CWO community leaders (Gatekeepers)
- Use NAVCRUIT 1131/5 (Rev. 2-2022)
- Applicants do not “Appraisal Shop”
- Setup by Command designated POC (Command Coordinator)
 - Command POC - secure the correct designator(s) on panel
 - Import board members (VTC, teleconference acceptable) when designators are not available in local area

- **Interview Appraisals, items to know / tips for the board:**

1. Your designator career path (**KNOW IT!**) **Technical Expertise!**
2. Understand the commitment (world-wide assignable / impact to family)
3. Answer questions honestly and directly / avoid rambling
4. Relax (don't squirm or fidget), think, speak clearly and maintain good eye contact
5. You can be asked a variety of questions and each board will vary – show confidence

Appraisal Sheets belong to the CO; not the applicant!



FY 24 LDO/CWO Programs Eligibility Checklist

LDO/CWO Eligibility Checklist
NAVPERS 1420/5 (Rev. 06-2021)

Supporting Directive NAVADMIN 116/21 (Active)
Supporting Directive NAVADMIN 117/21 (Reserve)

This checklist is applicable for:
Active-Duty and Reserve Limited Duty Officer and Chief Warrant Officer In-Service Procurement Program Boards

Name (Last, First, MI): _____ Enlisted Rate: _____ Designator Choice 1: _____ Designator Choice 2: _____

Application Checklist Items

1a.	- Desired Designators	Command	PERS-803
1b.	- Citizenship Status (Provide required documentation, if applicable)		
1c.	- Active Duty Service Date		
1c.	Dates are within eligibility window computed to 1 October 2022 8-14 yrs for LDO ENS (Non-NUC applicants) 1 October 2008 - 1 October 2014 8-16 yrs for LDO ENS (NUC applicants) 1 October 2006 - 1 October 2014 14-20 yrs for CWO (E7/E8 applicants) 1 October 2002 - 1 October 2018 14-22 yrs for CWO (E9 applicants) 1 October 2000 - 1 October 2018		
1d.	E6 applicants must have 1 year TIR as of 1 October 2021 (TIR of 1 July 2020 or before)		
1e.	List all incidents such as NJP or civil conviction after 1 October 2020. Minor offenses (<\$500 fine) are acceptable.		
Profile Sheet	E6 applications must have "Sel Board Eligible" profile set from the January 2021 E7 exam.		
Applicant Signature	Applicant must sign the application		

Commanding Officer (CO) Endorsement/Command Verification

1.	CO's endorsement must validate that applicant meets requirements to include worldwide assignability and physical fitness standards.		
2.	CO must verify that applicant has a valid clearance. Applications missing this information will be rejected.		
3.	CO must provide a specific recommendation concerning the application and must address any waivers requested.		
CO Signature	CO must sign endorsement		
Appraisals	Application must contain only three (3) NAVCRUIT 1131/5 (Rev. 03-2021) Interviewer's Appraisal Sheet forms. Earlier versions of the form will not be accepted. Forms must be complete and signed. Not required for designator 6200 applicants.		
Color Vision Test	Color vision test must indicate passing result and be signed by a medical representative. Required for: 611X, 612X, 618X, 626X, 629X, 636X, 639X, 648X, 711X, 712X, 715X, 718X, 717X, 726X, 736X.		
USNR Only	Applicants to Reserve Board Only: Meets all eligibility criteria per OPNAVINST 1120.12A. Optional resume enclosed.		

Reviewer Signatures

A = Application accepted

NE = Not Eligible

A, followed by a number = Application accepted and number of addendums accepted

****FY 24 Checklist will release after FY 24 ISPB NAVADMIN announcement!****

FY 23 Errors

- Some applications had more than one error and several applicants did not meet eligibility requirements
- Appraisal Forms – Missing appraisals, missing marks, current form not used (**Digital Signature Appraisal Form**) (NAVCRUIT 1131/5 - Rev 03/2021)
- CO's Endorsement – Not included, not signed or missing references requirement ("meets all requirements outlined in references (a) through (c).")
- Citizenship – Not filled out or missing documentation proof of citizenship
- Missing color vision tests for designators that require them.
- Missing Security Clearance information

Errors should be caught prior to their arrival at NPC. A well versed command LDO/CWO coordinator can provide assistance to both the command and the candidate during the application process.








Notional Application Timeline

- ☐ **MAR: Special Request to CO via Command Coordinator**
- ☐ **MAY/JUN: Submit application to Admin**
- ☐ **NLT 15 JUL: TIS waivers due to OCM**
- ☐ **JUL/AUG: Interviewer Appraisal Board**
- ☐ **JUL/AUG: CO's endorsement prepared**
- ☐ **SEP: Submit applications**
- ☐ **NLT 01 OCT: Applications due to NPC**
- ☐ **NLT 15 DEC: Addendums (Evals, Awards etc.) due to NPC**
- ☐ **JAN: Board convenes**
- ☐ **FEB/MAR: Results announced via NAVADMIN**

* Command Coordinator/Admin will provide a copy of the entire **completed/signed** application with **ALL** enclosures to the applicant. This can be accomplished via paper copy or by carbon copy (cc) during submission.

Promotion Opportunity

LDO Promotion Opportunity

	• CAPT	21-23 YCS	40% - 60 % Opportunity
	• CDR	15-17 YCS	60% - 80% Opportunity
	• LCDR	9-11 YCS	70% - 90 % Opportunity
	• LT	4 YCS	AFQ
	• LTJG	2 YCS	AFQ

CWO Promotion Opportunity



• **CWO5** **11-13 YCS** **33 - 50%**



• **CWO4** **7 YCS** **70% - 90%**



• **CWO3** **3 YCS** **AFQ**

WO1 to CWO2 – Refer to SECNAVINST 1412.8C

Return on Investment (ROI)



Your return on investment...

Retirement after 20 Years of Service:

CPO	CWO3	LT
<ul style="list-style-type: none">• \$2,616 / month• \$31,392 / year	<ul style="list-style-type: none">• \$3,551 / month• \$42,612 / year	<ul style="list-style-type: none">• \$4,025 / month• \$48,306 / year

50% (40%)

Retirement after 26 Years of Service

SCPO	CWO4	LCDR
<ul style="list-style-type: none">• \$4,306 / month• \$51,682 / year	<ul style="list-style-type: none">• \$5,688 / month• \$68,257 / year	<ul style="list-style-type: none">• \$5,723 / month• \$68,679 / year

65% (52%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

<http://militarypay.defense.gov/Calculators/High-3-Calculator/>



Your return on investment...

Retirement after 30 Years of Service:

MCPO

- \$6,114 / month
- \$73,368 / year

CWO4

- \$6,694 / month
- \$80,334 / year

LCDR

- \$6,604 / month
- \$79,245 / year

75% (60%)

33 Years

CWO5

- \$8,343 / month
- \$100,116 / year

82.5% (66%)

35 Years

CDR

- \$9,086 / month
- \$109,032 / year

87.5% (70%)

38 Years

CAPT

- \$12,331 / month
- \$147,972 / year

95% (76%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)



Contact Us

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- CWO5 Hector Sandoval, CWO Community Manager
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- Parker Dinwiddie, Civilian Assistant LDO/CWO Community Manager
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- * LDO/CWO OCM Mailbox: ldocwoocm.fct@navy.mil

Community News and Forums:

MyNavyHR Website:

- <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO>
- Facebook: Search, “US Navy LDO/CWO Community Managers Forum”